Board of Industrial Relations

BULLETIN

ON THE BOARD'S ACTIVITIES

JULY 1st TO SEPTEMBER 30th, 1966

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PROVINCE OF ALBERTA
DEPARTMENT OF LABOUR

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DEPARTMENT OF LABOUR

HONOURABLE R. REIERSON

Minister

K. A. PUGH

Deputy Minister

BOARD OF INDUSTRIAL RELATIONS

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WM. G. WRIGHT W. N. GRAY

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Chief Inspector

J. B. ADAMS
Chief Labour Relations Officer

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BULLETIN

This Bulletin is a synopsis of the activities of the Board of Industrial Relations in the administration of The Alberta Labour Act during the period of July 1st, 1966 to September 30th, 1966.

Parts I to IV of the Act inclusive deal with Hours of Work, Minimum Wage, Labour Welfare, Vacation Pay, and Industrial Standards Schedules.

Part V sets forth procedure for the purposes of Collective Bargaining.

This Bulletin deals with those phases of the Board's work in giving assistance to workers and employers effecting just and friendly settlements of all disputes.

PARTS I TO IV INCLUSIVE 1966.

Number of Board Meetings (including Public Hearings)	10
Number of Inspections	8930
Number of Business Places Inspected	2288
Number of Employees Affected	21767

SETTLEMENTS MADE:

Overtime Arrears	$15,116.83
Vacation Pay Orders	20,654.95
Non-Payment of Wages Due	27,296.86
Under-Payment of Wages Due	2,155.12
General Holidays	5,433.88
TOTAL	$70,637.64
Number of Employees Affected by above Settlements:	
MALE	1061
FEMALE	323
TOTAL	1384
Number of Complaints Received	2343
Number of Employees for whom Weekly Increases Obtained to at least the Minimum Wage:	
MALE	22
FEMALE	37
TOTAL	59
Amount of Weekly Increase Obtained for above Employees:	
MALE	$ 283.73
FEMALE	$ 161.38
TOTAL	$ 445.11

INDUSTRIAL STANDARDS:

Number of Schedules	17
Number of Inspections	81
Number of Interviews	93
Number of Complaints	29
Number of Special Inspections Or Investigations	29

PROSECUTIONS:

Charges Carried Forward From Previous Period	156
Number of Charges Entered	58
Convictions	32
Withdrawals	25
Dismissals	3
Committals	1
Warrants Executed	0
Pending Appeals - Against Crown	0
- For Crown	3
Amount of Fines Assessed	$ 658.00
Amount of Costs Assessed	86.50
Failure to Comply with Magistrate's Order	24

AMOUNTS IMPLICATED:

Minimum Wage	871.19
Wage Arrears	3,539.80
Vacation Pay	3,115.44
General Holiday Pay	688.98

BOARD OF INDUSTRIAL RELATIONS

LABOUR WELFARE REPORT

QUARTERLY REPORT ENDING SEPTEMBER 30th, 1966

		HOUSEKEEPING	TOILETS & WASHROOMS	DINING FACS.	HEAT
Instructions outstanding as of June 30th, 1966.		18	36	5	1
Instructions issued as of July 1st, 1966.		2	2	1	-
	TOTAL	20	38	6	1
Completed instructions as of September 30th, 1966.		8	6	1	-
Instructions outstanding as of September 30th, 1966.		12	32	5	1

Number of Females involved in instructions issued.	5
Number of Males involved in instructions issued.	68

SUMMARY OF COURT CASES - BOARD OF INDUSTRIAL RELATIONS

Charges laid for Infractions of
The Alberta Labour Act and Orders

JULY 1st, 1966 TO SEPTEMBER 30th, 1966.

		FINES	COSTS	I/D DAYS	ARREARS	Informations Brought Forward and Disposition: No.	Completed	Balance	New Cases this period and Disposition: No.	Completed	Balance	CONVICTIONS	DISMISSALS	WITHDRAWALS	CAPITALS	WARRANTS EXECUTED	BALANCE
Sec. 11 (1)	Failure to Maintain Time Records	125.00	12.40	120		8	5	3	2	2	0	5		2			3
Sec. 11 (4)	Failure to Produce Records on Board Order	75.00	5.30	35		6	2	4	4	1	3	2	1				7
Sec. 29	Orders # 1 and # 2	30.00	7.50	90	871.19	17	2	15	2	2	0	3		1			15
Sec. 41	Failure to pay wages	27.00	17.70	42	3,539.80	39	12	27	14	3	11	9	1	5			38
Sec. 42	Vacations with Pay Order # 5,6, & 32	380.00	43.60		3,115.44	49	12	37	19	5	14	12		5			51
Sec. 43 (8)	Failure to Pay Order or Fines and Costs.					12	5	7	7	4	3		1	8			10
Order # 19	General Holiday Pay	21.00			688.98	11	1	10	0	0	0	1					10
Sec. 72 (7)	Part V of The Alberta Labour Act.																
Order # 2	General Holiday Pay					2	0	2	1	0	1						3
Sec. 41 (6)	Failure to Pay Order or Fines and Costs.					10	2	8	9	3	6			4	1		14
Sec. 10	Failure to Produce Records for Inspection					1	0	1	0	0	0						1
Sec. 18	Failure to Post Shift Schedule					1	0	1	0	0	0						1
		658.00	86.50	287	8,215.41	156	41	115	58	20	38	32	3	25	1	0	153

	July 1 to Sept. 30/66	Total for 1966
CERTIFICATION		
Applications Granted	51	95
Applications Refused	10	56
Applications Returned	1	3
Applications Withdrawn	2	4
Applications Pending	10	10
REVOCATION OF CERTIFICATIONS		
Certification Revoked	1	5
Applications Refused	0	1
Applications Returned	0	0
Applications Pending	1	1
CONCILIATIONS		
Settled in Conciliation	18	67
Referred to Conciliation Board	32	75
Pending	27	47
Cancelled	0	6
CONCILIATION BOARDS		
Unanimous Awards	4	12
Majority Awards	3	13
Dissent by Employer's Members	2	8
Dissent by Employee's Members	1	4
Acceptance by both parties	3	5
Acceptance by Employers only	1	7
Acceptance by Employees only	1	3
Rejection by both parties	5	5
Rejection of Unanimous Awards by both parties	3	3
VOTES		
Re: Conciliation Board Awards	5	21
Re: Appointment of a Bargaining Agent	1	9
Re: Revocation of Certification	0	4
Re: Strike Action	5	14
In Favour	5	14
Against	0	0
Re: Section 104 of The Alberta Labour Act	1	4
STRIKES		
After provisions of The Alberta Labour Act complied with	5	7

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATION

ISSUED

JULY 1st, 1966 TO SEPTEMBER 30th, 1966.

1. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton and Quadra Construction Company Limited, Vancouver, B.C.

UNIT: "Carpenters, carpenters apprentices, foreman."

Number of employees in Unit: 3
Certificate Number: 65-66
Issued July 7th, 1966.

2. International Association of Bridge, Structural and Ornamental Iron Workers, Shopmen's Local 805, Calgary and Quality Ornamental Iron Works Ltd., Calgary.

UNIT: "All employees of the Company's Shop, including apprentices, except those with authority to hire and fire, office staff, off the premises and erection employees."

Number of employees in Unit: 13
Certificate Number: 66-66
Issued July 7th, 1966.

3. Hod Carriers, Building and Common Laborers Union No. 92, Edmonton, and Lord & Burnham Co. Limited, St. Catherines, Ontario.

UNIT: "All laborers when employed as general laborers, mortar mixers, motor buggy operators, jackhammermen, vibrator men, dumpmen, tod crib men, farm tractor operators, tampermen, pump tenders, tubular scaffolders, chippermen, pipe-layers (non -metalic) pushers. laborers tending all crafts including mixing, handling and conveying of all materials handled by the crafts."

Number of employees in Unit: 4
Certificate Number: 67-66
Issued July 12th, 1966.

4. Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362, Edmonton and Consolidated Concrete Limited, Grande Prairie.

UNIT: "All truck drivers, excluding foremen with the authority to hire and fire and all other supervisors above the rank of foremen."

Number of employees in Unit: 8
Certificate Number: 68-66
Issued July 13th, 1966.

5. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and Hayter Construction Ltd., Calgary.

UNIT: "All employees who are directly connected with all forms of placing, cutting, bending, fabricating and tying of reinforcing iron and wire mesh to reinforce concrete construction, reinforcing rodmen (ironworkers)."

5 con't.

Number of employees in Unit: 2
Certificate Number: 69-66
Issued July 20th, 1966.

6. United Brotherhood of Carpenters and Joiners of America, Local Union 2326, Drumheller, and Earl Parsons, North Drumheller.

UNIT: "Carpenter foremen, carpenters and carpenter apprentices."

Number of employees in Unit: 2
Certificate Number: 70-66
Issued July 20th, 1966.

7. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton and Interior Sound Control Ltd., Edmonton.

UNIT: "Acoustcial drywall applicators, acoustical and drywall improver applicators, accoustical and drywall applicator foremen, carpenters, apprentices and carpenter foremen."

Number of employees in Unit: 9
Certificate Number: 71-66
Issued July 22nd, 1966.

8. United Packinghouse, Food and Allied Workers, Local 799, Edmonton and Purity Dairy Limited, Edmonton.

UNIT: "All employees of the Purity Dairy Ltd., Edmonton plant excepting those in a supervisory and confidential capacity and with the right to hire and fire and all office staff."

Number of employees in Unit: 38
Certificate Number: 72-66
Issued July 29th, 1966.

9. Pardee Equipment Employees Association, Sherwood Park, Alberta and Pardee Equipment Limited, Edmonton.

UNIT: "All employees of Pardee Equipment Ltd., employed at Edmonton, excluding partsmen, shippers, truckers, office personnel, salesmen and supervisory personnel with the right to hire and fire."

Number of employees in Unit: 19
Certificate Number: 73-66
Issued August 3rd, 1966.

10. Pardee Equipment Employees Association, Sherwood Park, Alberta and Pardee Equipment Limited, Edmonton.

UNIT: "All the employees of Pardee Equipment Ltd., employed at Calgary, excluding partsmen, shippers, truckers, office personnel, salesmen and supervisory personnel with the right to hire and fire."

Number of employees in Unit: 5
Certificate Number: 74-66
Issued August 3rd, 1966.

11. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Lodge No. 146, Edmonton and Westeel-Rosco Limited, Edmonton.

UNIT: "All shop employees employed by Westeel-Rosco Limited, located on Highway 16A East of Edmonton, excluding office staff, supervisory staff (with the right to hire and fire.)"

Number of employees in Unit:
Certificate Number: 75-66
Issued August 9th, 1966.

12. Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362, Calgary and Alpine Sand & Gravel Ltd., Edmonton.

UNIT: "All employees excluding office personnel and all supervisory personnel who have the right to hire and fire."

Number of employees in Unit: 15
Certificate Number: 76-66
Issued August 11th, 1966.

13. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary and Viking Engineering and Construction Ltd., Calgary.

UNIT: "All employees who are directly connected with all phases of erection of structural, miscellaneous and ornamental iron, and all employees who do machinery moving and rigging and all welders connected with the above."

Number of employees in Unit: 5
Certificate Number: 77-66
Issued August 12th, 1966.

14. Canadian Union of Public Employees, Local 890, Peace River and Peace River Auxiliary Hospital, Peace River.

UNIT: "All employees excepting registered nurses, certified aides, office staff and management."

Number of employees in Unit: 10
Certificate Number: 78-66
Issued August 18th, 1966.

15. Construction and General Laborers' Union, Local No. 1111, Calgary and Bill Wearmouth Holdings Ltd., Calgary.

UNIT: "All employees when employed as laborers, truck drivers, machine operators, yardmen, burners, and formen, excluding general foremen."

Number of employees in Unit: 8
Certificate Number: 79-66
Issued August 23, 1966.

16. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary and Midwest Storage and Distributing Company Limited, Calgary.

UNIT: "All employees, excluding office staff, salesmen, pharmacists, supervisory employees employed as such with the right to hire and fire."

16 con't.

Number of employees in Unit: 7
Certificate Number: 80-66
Issued August 26th, 1966.

17. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary and Plains Construction ltd., Calgary.

UNIT: "All employees who are directly connected with all phases of erection of structural, miscellaneous and ornamental iron, and all employees who do machinery moving and rigging and all welders connected with the above within the trade jurisdiction of the union."

Number of employees in Unit: 3
Certificate Number: 81-66
Issued August 29th, 1966.

18. United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Sweet Sixteen Ltd., Vancouver B.C.

UNIT: "Carpenters, carpenters apprentices and carpenter foremen."

Number of employees in Unit: 3
Certificate Number: 82-66
Issued August 29th, 1966.

19. Hotel and Restaurant Employees' Union, Local 282, Calgary and Calgarian Hotel Company Ltd., Calgary.

UNIT: "All room clerks, maids, and housekeepers employed by Calgarian Hotel."

Number of employees in Unit: 7
Certificate Number: 83-66
Issued August 30th, 1966.

20. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton and McRae and Associates Construction Ltd., Edmonton.

UNIT: "Carpenters, carpenter apprentices and carpenter foremen."

Number of employees in Unit: 8
Certificate Number: 84-66
Issued August 30th, 1966.

21. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary and Precipitation Division, Joy Manufacturing Company (Canada) Limited, Calgary.

UNIT: "All employees who are directly connected with all phases of erection of structural, miscellaneous and ornamental iron, and all employees who do machinery moving and rigging and all welders connected with the above."

Number of employees in Unit: 3
Certificate Number: 85-66
Issued August 30th, 1966.

22. Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton and Rosslyn Hotel, Operated by Griesbach Development Co. Ltd., Edmonton.

UNIT: "All employees in the beverage rooms and the cocktail lounge, excluding those with the right to hire and fire."

Number of employees in Unit: 25
Certificate Number: 86-66
Issued August 31st, 1966.

23. Professional Transport Workers' Union of Canada, Calgary and Scandia Trucking Ltd., Clover Bar.

UNIT: "All employees who operate or service tractors, trucks, trailers or other equipment including drivers, operators, mechanics, craftsmen, loaders and labourers but excluding managers, supervisors, dispatchers, office, sales and clerical personnel."

Number of employees in Unit: 8
Certificate Number: 87-66
Issued September 1st, 1966.

24. Professional Transport Workers' Union of Canada, Calgary and Monaghan Western Equipment Ltd., Clover Bar.

UNIT: "All employees who service or operate trucks, tractors, trailers or other equipment including drivers, operators, mechanics, craftsmen, loaders and labourers but excluding managers, supervisors, office, sales, and clerical personnel."

Number of employees in Unit: 4
Certificate Number: 88-66
Issued September 1st, 1966.

25. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton and Franki Of Canada Limited, Edmonton.

UNIT: "Carpenters, carpenter apprentices and carpenter foremen."

Number of employees in Unit: 3
Certificate Number: 89-66
Issued September 8th, 1966.

26. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton and Harsim Construction Ltd., St. Albert.

UNIT: "Carpenters, carpenter apprentices and carpenter foremen."

Number of employees in Unit: 16
Certificate Number: 90-66
Issued September 8th, 1966.

27. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton and Canadian Office & School Furniture Ltd., Preston, Ontario.

UNIT: "Carpenters, carpenter apprentices and carpenter formen."

Number of employees in Unit: 2
Certificate Number: 91-66
Issued September 12th, 1966.

28. Amalgamated Transit Union, Division 1374, Calgary and Brewster Transport Company Limited, Banff.

AMENDED UNIT: "All drivers, depot employees, ticket agents, parking lot employees and garage maintenance employees except office staff and supervisory personnel."

Number of employees in Unit: 165
Certificate Number: 92-66
Issued September 29th, 1966.

29. Calgary Typographical Union, Local No. 449, Calgary and Alcraft Printing Co. Limited, Calgary.

UNIT: "All employees employed in the Composing Room excluding Superintendent."

Number of employees in Unit: 9
Certificate Number: 93-66
Issued September 30th, 1966.

30. United Brotherhood of Carpenters and Joiners of America, Local Union No. 2326, Calgary and Technical Builders Ltd., Drumheller, Alberta.

UNIT: "Carpenter foremen, carpenters and carpenter apprentices."

Number of employees in Unit: 2
Certificate Number: 94-66
Issued September 30th, 1966.

31. Amalgamated Transit Union, Division 1374, Calgary and the City of Red Deer (Red Deer Transit System), Red Deer.

UNIT: "All bus operators of the Transit System."

Number of employees in Unit: 11
Certificate Number: 95-66
Issued September 30th, 1966.

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATION

R E F U S E D

JULY 1st, 1966 TO SEPTEMBER 30th, 1966.

1. Retail Clerks Union, Local 397, Calgary and Canada Safeway Limited, Calgary.

UNIT: "All employees whether full or part-time employed in the stores owned and/or operated, leased or sub-leased by the employer in the greater Medicine Hat area, except those employed in the meat section and location managers."

Refused - July 25th, 1966. Majority voted against.

2. Retail Clerks Union, Local 401, Edmonton and Grande Prairie and District Co-operative Association Limited, Grande Prairie.

AMENDED UNIT: "All employees in the stores of Grande Prairie and District Co-operative Association Limited, in the Greater Grande Prairie Area, but excluding those employed in the meat department, office and supervisory personnel with the right to hire and fire."

Refused - August 12th, 1966. Majority voted against.

3. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary and Calgary Yellow Cab Taxi & U-Drive Ltd., Calgary.

UNIT: "All regular employee drivers, excluding those employees who are employed on a part-time basis, and are regularly employed elsewhere dispatchers, and employees in supervisory positions with the right to hire and fire or change the status of employees."

Refused - August 30th, 1966. Not a majority selection.

4. Gibson Employees' Association, South Edmonton and Gibson Petroleum Company Limited, Calgary.

UNIT: "Terminal operators, gaugers and field employees below the rank of foreman, employed within the Province of Alberta."

Refused - September 2nd, 1966. Applicant not proper bargaining agent.

5. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton and Buffalo Engineering Limited, Edmonton.

UNIT: "Carpenters, carpenter apprentices and carpenter foremen."

Refused - September 6th, 1966. Collective agreement bar.

6. Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton and the Midtowner Motor Inn Ltd., Edmonton.

UNIT: "All employees that are employed in the Cocktail Lounge (Cave Lounge) who mix, serve, alcoholic beverages, during the hours of operation in the Midtowner Motor Inn Limited, except musicians, entertainers, and Manager with the right to hire and fire."

6 con't.

Refused - August 30th, 1966. Unit inappropriate.

7. Truckers, Cartagenen, Construction and Building Material Employees, Local Union No. 362, Calgary and J. Konaghan Trucking Ltd., Clover Bar.

UNIT: "All truck drivers and asphalt distributors excluding office personnel and all supervisory personnel who have the right to hire and fire."

Refused - September 19th, 1966. Under Federal jurisdiction.

8. Professional Transport Workers' Union of Canada, Calgary and J. Konaghan Trucking Ltd., Clover Bar.

UNIT: "All drivers, operators, mechanics, craftsmen, loaders and labourers and other employees excluding supervisors, dispatchers, office, sales and clerical personnel."

Refused September 19th, 1966. Under Federal jurisdiction.

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATION

W I T H D R A W N

JULY 1st, 1966 TO SEPTEMBER 30th, 1966.

1. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary and United Imperial Cabs Limited, Calgary.

UNIT: "All regular employee drivers, excluding those employees who are employed on a part time basis and employed elsewhere regularly, dispatchers, and employees in supervisory positions, with the right to hire, fire, or change the status of employees."

Certificate issued in 1950 still effective. - Dismissed August 25th, 1966.

2. Amalgamated Transit Union, Division 1374, Calgary and Sorensen's Bus Lines Ltd., (City Bus Service Red Deer Ltd.), Red Deer.

UNIT: "All drivers and garage maintenance employees of the company."

Dismissed September 7th, 1966.

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATION

RETURNED

JULY 1st, 1966 TO SEPTEMBER 30th, 1966.

1. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary and Central Alberta Dairy Pool, Red Deer.

   Returned - September 28th, 1966.

THE ALBERTA LABOUR ACT

AMENDMENTS TO CERTIFICATION - GRANTED

JULY 1st, 1966 TO SEPTEMBER 30th, 1966.

1. United Steelworkers of America, Local No. 5013, Edmonton and Westeel-Rosco Limited, Edmonton.

   Name of employer amended to above from: "Westeel Products Limited, Edmonton."

THE ALBERTA LABOUR ACT

AMENDMENTS TO CERTIFICATION - REFUSED

JULY 1st, 1966 TO SEPTEMBER 30th, 1966.

1. International Union of Operating Engineers, Local 955, Edmonton and Alberta Concrete Products Co. Ltd., Edmonton.

   Withdrawn

THE ALBERTA LABOUR ACT

CERTIFICATIONS REVOKED

JULY 1st, 1966 TO SEPTEMBER 30th, 1966.

1. International Brotherhood of Electrical Workers, Local Union 254, Calgary and City-Wide Telephone Answering Service, Ltd., Calgary.

UNIT: "All telephone operators, telephone secretaries, telephone mobile operators, telephone switchboard operators, employed by the above named employer in the Calgary office."

THE ALBERTA LABOUR ACT

CONCILIATIONS

SHOWN AS PENDING ON

JUNE 30th, 1966.

	DISPUTES	CONCILIATOR	RESULT
1.	Staff Nurses' Association and Lethbridge Municipal Hospital District No. 65.	J. R. HUTTON	SETTLED

SALARIES

Effective January 1, 1966, basic salary of $355.00 per month.

STATUTORY HOLIDAYS

Nine (9) paid Statutory Holidays and one (1), if proclaimed, civic holiday.

VACATIONS

General Staff Nurses and Assistant Head Nurses - after 1 years service, 15 working days, after 10 years service, 20 working days.

Head Nurses, Nursing Instructors, Assistant Supervisors and Supervisors- after 1 years service, 20 working days.

RECOGNITION

One increment advance for 2 years satisfactory experience.
Two increment advance for 3 years satisfactory experience.

TERM OF AGREEMENT

ONE YEAR, from January 1, 1966 to December 31, 1966.

2.	Albertan Publishing Co. ltd., Calgary and Calgary Typographical Union No. 449, Calgary.	J. R. HUTTON	SETTLED

WAGES

Effective February 15, 1965, an increase of ten (10) cents per hour;
Effective February 15, 1966, an increase of ten (10) cents per hour.

TERM OF AGREEMENT

Two years, from February 15, 1965 to February 14, 1967.

3.	Graphic Arts Industries Association and Edmonton Typographical Union, Local 604, Edmonton.	H.J.H. LEEKE	SETTLED

Adjustment in contractional language of Pension and Grievance Clauses.

4.	The Calgary Separate School Board and The Alberta Teachers' Association.	R.H.R. CLEMENT	PENDING
5.	Royal Canadian Legion, Branch 1, Calgary and Beverage Dispensers' International Union, Local [illegible], Calgary.	J. R. HUTTON	SETTLED

5 con't.

HOURS OF WORK

Amend to read as follows:-

(a) "It is agreed that the normal work week shall be forty (40) hours, eight (8) hours per day, five (5) days per week, and that all time worked in excess of the above shall be overtime."

WAGE RATES

Amend to read as follows:-

	May 4, 1966	May 4, 1967	May 4, 1968.
Lounge Stewards:	$84.00 per wk.	$86.00 per wk.	$88.00 per wk.
Tapmen & Canteen Stewards:	78.00 per wk.	80.00 per wk.	82.00 per wk.
Full-time Waiters & Waitresses:	68.00 per wk.	70.00 per wk.	72.00 per wk.
Part-Time Waiters & Waitresses:	1.70 per hr.	1.75 per hr.	1.80 per hr.

DURATION OF AGREEMENT

Three year agreement, from May 4, 1966 to May 3, 1969, inclusive.

6. McGavins Toastmaster Ltd., and The Alberta Brotherhood of Dairy Employees and Driver Salesmen, Edmonton. H.J.H. LIEKE SETTLED

HOURS OF WORK

(a) City employees will work a five (5) day forty-four (44) hour week with overtime after nine (9) hours in any one (1) day or forty-four (44) hours in any one (1) week. However, subject to approval by the Board of Industrial Relations, it is mutually agreed that a six (6) day fifty-three (53) hour week may be worked with one (1) week off every sixth week and overtime provisions adjusted accordingly.

(b) Country employees will work a five (5) day fifty (50) hour week with overtime after ten (10) hours in any one (1) day or fifty (50) hours in any one (1) week. However, subject to approval by the Board of Industrial Relations, it is mutually agreed that a six (6) day sixty (60) hour week may be worked with one (1) week off every sixth week and overtime provisions adjusted accordingly.

(c) Overtime will be paid at time and one-half based on the guarantee.

WAGES AND COMMISSIONS

(a) It is mutually agreed that the basic wage for the first three months of employment as a salesman will be three (43.00) dollars per week below the regular basis, and thereafter, according to classification, as follows:

City Retail Salesmen	$55.75	per week	basic	pay	
City Wholesale Salesmen	$55.00	"	"	"	"
Transport Driver Salesmen	$62.75	"	"	"	"
Country Salesmen	$62.75	"	"	"	"

6 con't.

When Country Route Salesmen cannot work due to road conditions, they shall be paid on the basis of $85.00 per week.

Commissions will be paid at the rate of one cent (.01) per loaf wholesale and three cents (.03¢) per loaf retail, above the route quotas. Commissions on cake shall be paid at the rate of seven and one-half per cent (7½%) wholesale and fifteen per cent (15%) retail.

Salesmen quotas are to be reduced (or wages increased) as follows:

May 23rd	1966	$6.00 per week
January 23rd	1967	$5.00 " "
September 23rd	1967	$4.00 " "

Other employees, except Canvassers, are to receive wage increases as follows:

January 23rd	1967	$5.00 per week
September 23rd	1967	$4.00 " "

(b) Service Truckdriver $83.00 per week
Thrift Store Worker $70.00 " "
Canvasser $76.00 " "

(c) Foremen to receive the average pay of all salesmen plus ten per cent (10%) per week.

Swingmen to receive the average of the routes he relieves plus five per cent (5%).

Reliefmen to receive $94.00 per week, or the route average, whichever is the greater.

(d) Pension Plan in force to be continued as agreed on by the Company and the Union.

(e) Salesmen whose routes have been re-organized to a degree of lessening their weekly earnings shall, for a period of three (3) months, be guaranteed an equal weekly earning to their previous six (6) months weekly average; routes that by re-organization, if given more retail calls, will not be subject to an increase in their present quotas. A change of drivers shall not result in a change of quotas.

(f) The Company agrees to guarantee annual earnings equivalent to average weekly earnings, as follows:

Retail & Combination Route Salesmen	$4,056 per year	($78.00 weekly average)
Wholesale Salesmen	$4,576 per year	($88.00 weekly average)
Transport Driver Salesmen	$5,356 per year	($103 weekly average)

For the second year of the contract, the annual earnings figures are to be increased by $364 ($7 x 52).

Adjustments in annual earnings, where necessary, are to be made as soon as possible following completion of each contract year.

7. The Royal Canadian Legion, Branch No. 1, Calgary and the Hotel and Restaurant Employees Union, Local 282. J. R. HUTTON STRIKE

HOURS OF WORK

No change, to be left as in present agreement.

WAGE RATES

(a) [illegible]

7 con't

Lump sum settlement, based on 3% of total earnings - pro-rated to all employees who worked between January 15, 1966 and June 30, 1966, and who are still on payroll on date of signing.

Wage Rates	January 1, 1966	January 16, 1967
First Cooks	$1.56½ per hr.	$1.61½ per hr.
Second Cooks	1.36 per hr.	1.41 per hr.
Waitress (Dining Room)	1.20 per hr.	1.25 per hr.
Waitress (Dining Lounge)	Current rate in Rev. Disp. Agreement applies only for the actual time worked while handling alcoholic beverages.	
Dishwasher	$1.15 per hr.	$1.20 per hr.

(b) The above scale to be applicable from the effective dates stated only to apply to those employees still on payroll at date of signing.

(c) Meals to be provided free to the extent of (1) meal per five (5) hour shift worked with a minimum of two (2) ten (10) minute rest periods.

(d) That where an employee works in three (3) different employment positions, such as Dining Waitress, Cook and Dishwasher, such employees shall be paid the appropriate wage rate for the hours worked in each capacity.

DURATION OF AGREEMENT

Two years, from January 15, 1966 to January 14, 1968, inclusive.

8. The Alberta Childrens Hospital, Calgary and Staff Nurses Association of The Alberta Childrens Hospital, Calgary. — J. R. HUTTON — SETTLED

SALARIES

Effective March 1st, 1966, basic salary of $360.00 per month.

VACATIONS

General Staff Nurses and Assistant Head Nurses:-

After one (1) year's continuousservice, fifteen (15) working days;
After five (5) year's continuous service, twenty (20) working days;

Head Nurses, Nursing Instructors, Assistant Supervisors:-

After one (1) year's continuous service, twenty (20) working days.

DATE OF TERMINATION

December 31st, 1966.

9. The County of Minburn No. 27, Vegreville and The Alberta Teachers' Association. — J. R. ADAMS — SETTLED

SALARY GRID

1	2	3	4	5	6
3250	4000	4600	5600	6000	6400
5300	6300	7350	9150	9550	9950

10 equal increments in all years

ADMINISTRATIVE ALLOWANCE

$175.00 per teacher for the first four (4) teachers (excluding principal)
$ 75.00 per teacher for the next eight (8) teachers
$ 50.00 per teacher for the remainder to a maximum of $1800.00.

10.	Stedelbauer, Chevrolet, Oldsmobile Ltd. and the Sheet Metal Auto Body, Motor Mechanics and Allied Production Workers, Local Union No. 414.	W. A. HAYER	PENDING
11.	Union Packing Company (Swift Canadian Co. Ltd.) and the United Packinghouse Food and Allied Production Workers, Local 422.	R. G. GEDDES	PENDING
12.	Swift Canadian Limited, Edmonton and the United Packingheuse, Food and Allied Production Workers, Local 280.	R. G. GEDDES	PENDING
13.	Firestone Tire and Rubber Co. and the United Rubber, Cork, Linoleum and Plastic Workers of America, Local 635.	J. R. HUTTON	SETTLED

Adjustments were made in the hours of work and holidays.

WAGES

The minimum Hiring Rates in effect for the duration of the Collective Agreement are the following:-

(1) Effective June 17, 1966 - One dollar and eighty-two cents ($1.82)

(2) Effective June 17, 1967 - One dollar and ninety cents ($1.90)

(3) Effective June 17, 1968 - One dollar and ninety-eight cents ($1.98)

DURATION OF AGREEMENT

Three years from June 17, 1966 to June 17, 1968.

14.	The Edmonton Separate School Board and The Alberta Teachers' Association.	J. B. ADAMS	PENDING
15.	County of Lac Ste. Anne No. 28, Sangudo and The Alberta Teachers' Association.	J. B. ADAMS	SETTLED

15 con't.

ADMINISTRATIVE ALLOWANCES

It is recommended that article 4 be amended to provide for:

Principals	As agreed to.
Assistant Principals	Fifty percent of rate of Principal's allowance. When more than one assistant principal is designated, his allowance shall be based on the number of rooms designated as his area of responsibility.
Senior Assistant Principal	When designated, sixty percent of rate of principal's allowance based on the number of rooms designated as his area of responsibility.

16.	Canada Packers Ltd., Lethbridge and the United Packinghouse, Food and Allied Workers, Local 740.	H. N. GRAHAM	CONCILIATION BOARD
17.	Construction and General Laborers' Union 1111 and Brown and Root Ltd., Cal.	H. N. GRAHAM	SETTLED

TERMS OF AGREEMENT

Are the same as those of the Calgary General Contractors Collective Agreement subject to the amendments as indicated in the memorandum of agreement as follows:

AMENDMENTS

1. Delete article 2 (a), Boundaries and insert -

"The terms of this agreement shall apply to construction on the Canmore Bridge, in the event however, if two or more major contractors (for example firms the size of the following: Brown & Root Ltd., Poole Construction, Burns & Dutton and Commonwealth) enter into an area wide agreement with Laborers Local Union 1111, then Brown & Root Ltd. agree to become a party to such an area agreement."

2. Delete article 6 (f), Hours of Work and insert -

"All hours worked by an Employee in excess of eight (8) hours in a twenty-four (24) hour period shall be overtime and paid for at the following rates of pay:

Monday through Friday: Time and one-half the regular rate.
Saturday: Time and one-half the regular rate.
Sunday and Statutory Holidays: Double the regular rate."

3. Delete article 9 (a), Job Working Conditions and insert -

"The Employer agrees that adequate sanitary provisions will be provided."

4. Delete article 13 (a), Union Security and insert -

"All Employees not members of the Union, hired by the Employer, shall if acceptable to the Union become members of the Union within a maximum of thirty (30) days from the date of employment, and remain in good standing as long as they are employed by the Employer."

THE ALBERTA LABOUR ACT

CONCILIATION

JULY 1st, 1966 TO SEPTEMBER 30th, 1966.

	DISPUTE	CONCILIATOR	RESULT
1.	Oil, Chemical and Atomic Workers International Union, Local 9-693 and Northwest Nitro-Chemicals Ltd., Medicine Hat.	T. T. CROTHERS	CONCILIATION BOARD
2.	Parkland Truck & Tractor Ltd., Red Deer and the International Association of Machinists and Aerospace Workers, Local 1722, Edmonton.	H. J. H. LIEBE	PENDING
3.	Reliable Communications and Power Products Ltd., Calgary and the International Brotherhood of Electrical Workers, Local 254.	J. R. HUTTON	CONCILIATION BOARD
4.	Standard Brands Ltd., Calgary and United Packinghouse, Food and Allied Workers, Local Union 639.	J. R. HUTTON	SETTLED

WAGE INCREASE

An increase of twelve (12) cents per hour, plus one (1) cent for adjustment per hour in the first year;

A further increase of thirteen (13) cents per hour, plus one (1) cent for adjustment per hour in the second year;

A further increase of fifteen (15) cents per hour for the third year.

These rates effective from July 24th, 1966.

RETRO-ACTIVITY

The Company to pay retro-activity at the rate of twelve (12) cents plus one (1) cent for adjustments per hour, for all straight time hours worked to full time employees and regular part time employees on the payroll of the Company as of July 24, 1966. Retro-activity not to include the adjustment of shift premium, Saturday premium and other adjustments.

STATUTORY HOLIDAYS

An additional Statutory Holiday (Employees Birthday) to be effective July 24, 1966.

SATURDAY WORK PREMIUM

Saturday work to be paid at premium rate of seventy-five (75) cents per hour, providing the employee is not on overtime rate.

TERM OF AGREEMENT

Three (3) years, 1st May, 1966, to 30th April, 1969.

5. International Brotherhood of Electrical Workers, Local No. 424 and Alberta Alarm Company Limited, Edmonton, Alberta. — H. J. H. LEECE — SETTLED

First agreement providing for wages, hours of work, vacations with pay and statutory holidays.

6. International Brotherhood of Teamsters, Chauffers, Warehousemen and Helpers of America, Local 987 and Perkins Moving and Storage, Calgary. — J. R. HUTTON — CONCILIATION BOARD

7. Westeel-Rosco Limited, Calgary and the United Steelworkers of America, Local 6034. — J. R. HUTTON — CONCILIATION BOARD

8. City of Medicine Hat, Corporation of and the City Police Department. — J. R. HUTTON — SETTLED

SALARIES - SCHEDULE "A"

Effective January 1, 1966 an across the board increase of five percent (5%)

Effective January 1, 1967 an across the board increase of five percent (5%)

SERVICE PAY

Effective July 1st, 1966, the City Police Commission formula i.e.
Five dollars ($5.00) per month after ten (10) years service.
Ten dollars ($10.00) per month after fifteen (15) years service.
Fifteen dollars ($15.00) per month after twenty (20) years service.
Twenty dollars ($20.00) per month after twenty-five (25) years service.

TERM OF CONTRACT

Two (2) years, from January 1, 1966 to December 31, 1967, inclusive.

9. Steel-Weld Machine Co. Ltd., Edmonton and the International Association of Bridge, Structural and Ornamental Iron Workers, Local 720. — W. A. DWYER — CONCILIATION BOARD

10. Atlas Construction Co. Ltd., Edmonton and the International Association of Bridge, Structural and Ornamental Iron Workers, Local 720. — W. A. DWYER — CONCILIATION BOARD

11. Great West Steel Erectors, Edmonton and the International Association of Bridge, Structural and Ornamental Iron Workers, Local 720. — W. A. DWYER — CONCILIATION BOARD

12.	Dominion Bridge Company, Calgary and the International Association of Bridge, Structural and Ornamental Iron Workers, Local 725	W. A. DWYER	CONCILIATION BOARD
13.	Canada Iron Foundries Ltd., Edmonton and the International Association of Bridge, Structural and Ornamental Iron Workers, Local 720.	W. A. DWYER	CONCILIATION BOARD
14.	Mathias and Nicol Mech. Div. of Commonwealth Const. Co. Ltd. and the International Association of Bridge, Structural and Ornamental Iron Workers, Local 720.	W. A. DWYER	CONCILIATION BOARD
15.	Canada Iron Western Bridge and International Association of Bridge, Structural and Ornamental Iron Workers, Local 720.	W. A. DWYER	CONCILIATION BOARD
16.	A.I.M. Steel Product, Edmonton and International Association of Bridge, Structural and Ornamental Iron Workers, Local 720.	W. A. DWYER	CONCILIATION BOARD
17.	Northern Steel Fabricators Ltd., Edmonton and International Association of Bridge, Structural and Ornamental Iron Workers, Local 720.	W. A. DWYER	CONCILIATION BOARD
18.	Canada Iron Foundries Ltd., Calgary and International Associaton of Bridge, Structural and Ornamental Iron Workers, Local 725.	W. A. DWYER	CONCILIATION BOARD
19.	Guardian Steel Fabricators Ltd., Calgary and International Association of Bridge, Structural and Ornamental Iron Workers, Local 725.	W. A. DWYER	CONCILIATION BOARD
20.	Fluor Corporation of Canada Ltd. and International Association of Bridge, Structural and Ornamental Iron Workers, Local 725.	W. A. DWYER	CONCILIATION BOARD
21.	Jack Hamilton (Steel Erection), Calgary and International Association of Bridge, Structural and Ornamental Iron Workers, Local 725.	W. A. DWYER	CONCILIATION BOARD.

22.	Quality Ornamental Iron Works, Calgary and International Association of Bridge, Structural and Ornamental Iron Workers, Local 725.	W. A. LAYER	CONCILIATION BOARD
23.	Hector Steel Limited, Calgary and International Association of Bridge, Structural and Ornamental Iron Workers, Local 725.	W. A. LAYER	CONCILIATION BOARD
24.	Grande Prairie Auxiliary Hospital and Grande Prairie Municipal Hospital and the Canadian Union of Public Employees, Local Union 924.	J. F. ADAMS	SETTLED

The settlement was a 15 month agreement establishing rates of pay from $310 per month to start to $395 per month after three years service.

25.	Steel Company of Canada Ltd., Premier Works - Plant #1, Edmonton and the United Steelworkers of America, Local 5220.	H.J.H. LIEKE	PENDING
26.	Canadian Bronze Ltd., Calgary and the International Moulders and Allied Workers, Local 360.	H. H. GRAHAM	CONCILIATION BOARD
27.	Duffoto Process Co. Ltd., Calgary and the Lithographers and Photoengravers International Union, local 206.	H. H. GRAHAM	SETTLED

WAGES

Effective September 1, 1966, all employees covered by this contract shall receive a ten (10) cent an hour increase.

Effective May 1, 1967, all journeymen lithographers and all journeymen photoengravers shall be paid an hourly rate of $3.30.

Effective May 1, 1967, all apprentice lithographers and all apprentice photoengravers shall be paid an hourly rate, based on the percentage of journeymen's rate as provided in Article 17.06.

TERM OF AGREEMENT

From September 1, 1966 to November 30, 1967.

28.	Building Products of Canada Limited, Cabarnan, Alta., and the International Woodworkers of America, Local 1-207.	H.J.H. LIEKE	SETTLED

28 con't.

WAGES	Sept 1/66	June 1/67	Sept 1/67
Tradesman II	2.50	2.50	2.68
Senior Warehouseman	2.25	2.25	2.55
Press Operator	2.22	2.32	2.49
4th Class Engineer	2.12	2.28	2.45
Stock Preparation	2.17	2.27	2.44
Tradesman I	2.22	2.22	2.39
Chipper	2.06	2.16	2.32
Trim Saws	2.06	2.16	2.32
Improver	2.12	2.12	2.29
Warehouseman	2.12	2.12	2.29
Combiner	2.01	2.01	2.17
Labour	1.95	1.95	2.10
Helper	1.95	1.95	2.10
Wrapper	1.95	1.95	2.10

OVERTIME

Rotating shift employees will be paid overtime compensation for all work performed between midnight of their first day of rest and midnight of their second day of rest on the basis of two times the rate of pay for all jobs they are performing.

Non-rotating shift employees will be paid overtime compensation for all work performed between midnight Saturday and midnight Sunday on the basis of two times the rate of pay for the jobs they are performing.

29. Ryan Brothers Food Markets Ltd., Calgary and the Retail Clerks International Association, Local No. 397. — R.H.R. CLEMENT — PENDING

30. Blairmore Sawmills Limited, Blairmore, Alberta and the International Woodworkers of America, Local 1-206. — J. R. HUTTON — SETTLED

TERM OF AGREEMENT

One year, from September 1, 1966 to August 31, 1967.

WAGES

Effective September 1, 1966, ten (10) cents per hour across-the-board increase,

The following categories to be included in the Job and Wage Supplement:

Mechanics
Lumber-piler

Pay adjustments for the following categories as agreed, in addition to the general wage increase:

1. Mechanic
2. Edgerman
3. Edger-Trailer
4. Tail-sawyer
5. Fallers
6. Cat Drivers

STATUTORY HOLIDAYS

One additional paid Statutory Holiday, i.e. "Thanksgiving Day".

31.	Dominion Stores Ltd., Calgary and the Amalgamated Meat Cutters & Butcher Workmen of North America, Local 373.	H. N. GRAHAM	PENDING
32.	Loblaw Groceterias Ltd., Calgary and the Amalgamated Meat Cutters & Butcher Workmen of North America, Local 373.	H. N. GRAHAM	PENDING
33.	Canada Safeway Stores, Calgary and the Amalgamated Meat Cutters & Butcher Workmen of North America, Local 373.	H. N. GRAHAM	PENDING
34.	Modern Foods Ltd., Calgary and the Amalgamated Meat Cutters & Butcher Workmen of North America, Local 373.	H. N. GRAHAM	PENDING
35.	Lowns Supermarket Ltd., (Lynn-Cal), Calgary and the Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373.	H. N. GRAHAM	PENDING
36.	Mount Cal Foods (I.G.A.), Calgary and the Amalgamated Meat Cutters of North America, Local 373.	H. N. GRAHAM	PENDING
37.	Consolidated Concrete Ltd., Grande Prairie and the Truckers, Cartagemen, Construction and Building Material Employees, Local 362, Calgary.	H.J.H. LIBKE	PENDING
38.	McGavin Toastmaster Ltd. and MacDonalds Consolidated (Bakery Division) and the Bakery and Confectionery Workers, Internation Union, Local 276.	D. W. DAYER	PENDING
40.	Brotherhood of Painters, Decorators & Paperhangers of America, Local 1016 and Hanswood Co. Ltd., Edmonton.	H.J.H. LIBKE	PENDING
41.	Camrose School District No. 1315, Camrose and The Alberta Teachers' Association.	J. B. ADAMS	PENDING
42.	Driver, Salesmen, Plant, Warehouse and Cannery Employees, Local 987 and Palm Dairies, Calgary.	R.H.H. CLEMENT	PENDING

46.	Calgary Associate Clinic, Calgary, Alberta and the Calgary Associate Clinic Nurses' Association.	J. R. HUTTON	PENDING
47.	Alpine Sand & Gravel Ltd., Edmonton and the Truckers, Cartagemen, Construction & Building Material Employees, Local 362.	W. A. DAYER	PENDING
48.	Clock I.G.A., Edmonton and the Retail Clerks International Association, Local 401.	H.J.H. LIBKE	PENDING
49.	Calgarian Hotel Company Limited, Calgary, Alberta and the Hotel Retaurant Employees Union, Local 282.	R.H.R. CLEMENT	PENDING
50.	The Town of St. Albert and the Canadian Union of Public Employees, Local 941.	H.J.H. LIBKE	PENDING
51.	Loblaws Groceterias Co. Ltd., Dominion Stores Ltd., Canada Safeway Ltd., Edmonton and the Retail Clerks International Association.	W. A. DAYER	PENDING

THE ALBERTA LABOUR ACT

SYNOPSIS OF CONCILIATION

BOARD AWARDS

JULY 1st, 1966 TO SEPTEMBER 30th, 1966.

1. Construction and General Laborers' Union, Local No. 1111, Calgary and Calgary Concrete Company Ltd., Calgary, Alberta.

Chairman	Mr. W. B. Gill, Q.C.
Company Member	Mr. L. R. Neeby
Union Member	Mr. E. H. Stark

Unanimous Award

During hearings the parties themselves were able to resolve the differences and completed a Memorandum of Understanding, which when ratified, became part of the agreement.

2. United Packinghouse, Food and Allied Workers, Local 243, Edmonton and Canada Packers Ltd., (Poultry Division), Edmonton, Alberta.

Chairman	Mr. B. Williams
Company Member	Mr. A.K. Aldridge
Union Member	Mr. K.W. Johnson

Unanimous Award

The Board dealt with 52 items, of which the major ones were:

1. WAGES

   A general increase of thirteen cents (13¢) per hour for all hours worked retroactive to December 2, 1965 for employees on record at the date of ratification. Additional twelve cents (12¢) per hour effective December 2, 1966.

2. Adjustments for some classifications.

3. Weekly guarantee of thirty-six (36) hours per week.

4. Shift premium increase from eleven cents (11¢) to thirteen cents (13¢) per hour.

3. International Hod Carriers, Building and Common Laborers' Union of America, Local No. 92, and Frenki Canada Limited, Edmonton, Alberta.

Chairman	Mr. E. S. Sunley
Company Member	Mr. C. W. Carry
Union Member	Mr. R. G. Slatter

Unanimous Award

1. UNION SECURITY

   "Members of the Union shall be given preference of employment when said members are available. When the Employer calls the Union for men and the Union is unable to supply competent men within forty-eight (48) hours, exclusive of Sundays and Holidays, the Employer may engage new men direct on the understanding that they shall make application and become members within thirty (30) days of the commencement of employment. Members of the Union will, when work is available, work only for employers signatory to an agreement with the Union."

4. The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Local 488, Edmonton, and Chemcell (1963) Limited, Edmonton, Alberta.

Chairman	Mr. H. S. Cooke
Company Member	Mr. R. S. Woodford
Union Member	Mr. D. Fraser

Majority Award - Union member dissenting.

1. UNION SECURITY

The Award provided for Union Hall hiring, with the right to hire through any other source if the Union was unable to supply the required men within two (2) working days.

2. OVERTIME

One and one half (1½) time the base rate shall be paid for either the first four (4) hours worked beyond eight (8) hours in any one day or eight (8) hours continuous.

Two (2) times the base rate shall be paid for either the hours worked beyond twelve (12) in any one day or twelve (12) continuous.

3. SHIFT PREMIUM

A shift differential of 8¢ per hour will be paid for hours worked on the afternoon shift and 16¢ per hour for hours worked on the midnight shift.

4. VACATIONS

Effective May 1, 1966, all employees who have eight (8) or more years of service during the current calendar year to receive three (3) weeks vacation with pay in the vacation period of the current year. Effective May 1, 1967, all employees who have five (5) years of service during the current calendar year to receive three (3) weeks vacation with pay in the vacation period of the current year.

5. STATUTORY HOLIDAYS

The following days will be considered as holidays:-

New Years Day, Good Friday, Empire Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day.

6. WAGES

	May 1, 1966	May 1, 1967
Tradesman 1st Class	3.13	3.27

The Board understand that rate for other employees within this agreement are and will be established on the basis of the rate for tradesman 1st class.

Other items in the agreement were not considered to be related to issues, Union security, wages and overtime as referred to the Board.

5. The Sheet Metal Auto Body, Motor Mechanics and Allied Production Workers, Local No. 414, And Dominion Motors Co. Ltd., Edmonton, Alberta.

Chairman	Mr. D. J. Ross
Company Member	Mr. D. B. Dagg
Union Member	Mr. D. W. Scott

Unanimous Award

1. VACATIONS WITH PAY

Employees who have been employees for more than five years shall in the event of layoff receive 6% of gross earnings as vacation pay. Those employees who have voluntarily quit or who have been discharged for cause shall receive 4% of gross earnings only, calculated from the last vacation cut off period.

2. HOURS OF WORK

Motor Mechanics

The regular work day is 8:00 a.m. to 5:30 p.m. Monday through Thursday with 1 hour lunch break. For Friday the hours are 8:00 a.m. to 5:00 p.m. with a 1 hour lunch break. For Saturday the hours are 8:00 a.m. to 12:00 noon with every 2nd Saturday off. The regular work week is 44 hours per week averaged over a 2 consecutive weekly period. With a maximum weekly limit of 46 hours.

Body Shop

The regular work day is 8:00 a.m. to 5:30 p.m. Monday through Thursday with one-half hour lunch break. For Friday the hours are 8:00 a.m. to 4:30 p.m. with one-half hour lunch break. The regular work week is 44 hours per week worked in five (5) consecutive days Monday through Friday.

General Service Men

The regular work day is 7:00 a.m. to 7:00 p.m. Monday through Saturday with a maximum of 44 hours per week and nine (9) hours per day.

Parts Department

The regular work day is 8:00 a.m. to 6:00 p.m. Monday through Friday with a maximum of nine (9) hours per day; 8:00 a.m. to 4:00 p.m. Saturday with a maximum of seven (7) hours; and the weekly maximum to be 44 hours per week.

3. OVERTIME

The first four (4) hours in excess of the regular work day shall be paid at one and one-half times the regular rate and other daily overtime shall be paid at two times the regular rate.

4. WEEKLY GUARANTEE

"All employees of the Company who are required to report for work each workday of the week shall receive not less than forty-four (44) hours pay at the regular rate per week for the said week."

5. WAGES

Classification	September 15, 1966	June 15, 1967
Motor Mechanic	$2.75 per hour	$2.90 per hour
Auto Body Mechanic	$2.75 per hour	$2.90 per hour
Partsman	$380.00 per month	$390.00 per month
General Service Men	$1.50 per hour	$1.60 per hour

6. TERM OF AGREEMENT

One year contract.

6. Oil, Chemical and Atomic Workers International Union, Local 9-666, and Chemcell (1965) Limited, Edmonton, Alberta.

Chairman — Mr. D. S. Sinclair
Company Member — Mr. C. B. Reekie
Union Member — Mr. Roy Jamha

Unanimous Award

The parties agreed, during the course of the Conciliation Board hearings to resolve the differences.

7. The International Association of Machinists and Aerospace Workers, Local 1722, and McFarlane-Goodacre Motors Ltd., Millar Motors (Red Deer) Ltd., North West Motors (Red Deer) Ltd., and Red Deer Motors (Canada) Ltd., Red Deer, Alberta.

Chairman — Mr. George Dobie
Company Member — Mr. W. P. Gordon
Union Member — Mr. Roy Jamha

Unanimous Award

1. HOURS OF WORK

The hours of work for the standard work week shall be 44 hours a week or an average of 44 hours a week respectively.

2. STATUTORY HOLIDAYS

No wage deduction shall be made for any of the following legal holidays: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving, Remembrance Day, Christmas Day, Boxing Day, or any other day declared, when the Company is forced by legislation to close down its operation.

3. WAGES

Journeymen - Mechanics and Body and Fender Men - upon proficiency as proven by his Alberta Licence shall receive for the first year of this agreement, not less than $2.50 per hour; for the second year of this agreement an increase of 7% (over $2.50) the wage paid during the first year; and for the third year an increase of 7% over the wage paid during the second year.

Apprentices may be hired and paid in accordance with the Province of Alberta Apprenticeship Act.

Notwithstanding anything in this Agreement, no employee shall receive a lesser rate of pay than he received prior to this Agreement becoming effective.

4. TERM OF AGREEMENT

One year contract.

8. Construction and General Laborers' Union, Local No. 1111, Calgary and Nakoi Construction Ltd., Calgary, Alberta.

Chairman	Dr. Wm. A. Preshing
Company Member	Mr. O. Fletcher
Union Member	Mr. D. Gosling

Majority Award - Company member dissenting.

1. Rand Formula the only item in dispute.

9. Brewery, Malt, Soft Drink and Allied Trades Federation of Western Canada, local 244, and Molson Edmonton Brewery Ltd., Edmonton; The Brewery, Malt, Soft Drink and Allied Trades Federation of Western Canada, Local 244, and Bohemian Maid Brewing Co. Ltd.; The Brewery, Malt, Soft Drink and Allied Trades Federation of Western Canada, Local 240 and Calgary Brewing and Malting Company Limited; The Brewery, Malt, Soft Drink and Allied Trades Federation of Western Canada, Local 533, and Carling Breweries (Alberta) Limited, Red Deer; and The Brewery, Malt, Soft Drink and Allied Trades Federation of Western Canada, Local Nos. 257 and 370, and The Alberta Brewers' Agents Limited, Edmonton and Calgary.

Chairman	Mr. H. J. McKim Ross
Company Member	Mr. K. C. Barrass
Union Member	Mr. Roy Jamha

Unanimous Award

1. During the Conciliation Board hearings all parties to the dispute agreed that the basis for final acceptance of any Memorandum of Agreement would be acceptance by all parties involved but if one employer or employee group dissented, the Memorandum of Agreement was to be considered invalid.

10. The International Chemical Workers, Local 594, Calgary, and The Electric Storage Battery Company (Canada) Limited, Calgary, Alberta.

1. WAGES

Effective July, 1966 a general increase in all classifications of nine (9) cents per hour;
Effective January 1, 1967 a general increase in all classifications of nine (9) cents per hour;
Effective June 1, 1967 a general increase in all classifications of nine (9) cents per hour;
Effective December 1, 1967 a general increase in all classifications of nine (9) cents per hour.

2. ANNUAL VACATIONS

Three (3) weeks annual vacation after nine (9) years.

3. CLASSIFICATION RATE ADJUSTMENTS

Adjustments in some classifications ranging from two cents (2¢) to thirty cents (30¢) per hour.

4. H.S.I. AND BLUE CROSS

Cost of premiums to be shared by the Company and the Employees on a 50 - 50 basis.

5. STATUTORY HOLIDAYS

A ninth holiday to be added, that of the First Monday in August.

6. SHIFT DIFFERENTIAL

Shift Differential of nine (9) cents per hour for the afternoon shift;
Shift differential of twelve (12) cents per hour for the night shift.

7. TERM OF AGREEMENT

The term of agreement to be for a period of two (2) years, from June 1, 1966 to May 31, 1968.

THE ALBERTA LABOUR ACT

VOTES

CONCILIATION BOARD AWARDS

JULY 1st, 1966, TO SEPTEMBER 30th, 1966.

	UNION	COMPANY	RESULT
1.	Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton.	Corona Hotel (Edmonton) Ltd.	Employees rejected. Employer rejected.
2.	Hod Carriers, Building and Common Labourers, Local 92.	Franki of Canada.	Employees accepted. Employer rejected.
3.	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Local 488.	Chemcell (1963) Limited, Edmonton.	Employees rejected. Employer accepted.
4.	United Packinghouse, Food and Allied Workers.	Canada Packers, Lethbridge.	Employees rejected. Employer accepted.
5.	Sheet Metal Auto Body, Motor Mechanics and Allied Production Workers, Local 414.	Dominion Motors Co. Ltd., Edmonton.	Employees rejected. Employer rejected.

THE ALBERTA LABOUR ACT

VOTES - SECTION 104

JULY 1st, 1966, TO SEPTEMBER 30, 1966.

	UNION	COMPANY	RESULT
1.	Alberta Brotherhood of Dairy Employees and Driver Salesmen.	McGavins Toastmaster Limited.	Both parties rejected.

THE ALBERTA LABOUR ACT

V O T E S

STRIKE ACTION

JULY 1st, 1966, TO SEPTEMBER 30th, 1966.

	UNION	COMPANY	RESULT
1.	International Hod Carriers Building and Common Labourers' Union of America, Local 92.	Franki of Canada Ltd. of the City of Edmonton.	Employees voted for.
2.	United Packinghouse and Allied Workers, Local 243.	Canada Packers Limited, Edmonton.	Employees voted for.
3.	United Packinghouse and Allied Workers, Local 421.	Calgary Packers.	Employees voted for.
4.	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Local 488, Edmonton.	Chemcell (1963) Limited. Edmonton.	Employees voted for.
5.	United Packinghouse, Food and Allied Workers, Local 740, Lethbridge.	Canada Packers Ltd. Lethbridge, Alberta.	Employees voted for.
6.	Sheet Metal Auto Body, Motor Mechanics and Allied Production Workers, Local 414.	Dominion Motors Co. Ltd. Edmonton.	Employees voted for.

THE ALBERTA LABOUR ACT

V O T E S

SELECTION OF A BARGAINING AGENT

JULY 1st, 1966, TO SEPTEMBER 30th, 1966.

	UNION	COMPANY	RESULT
1.	Retail Clerks Union, Local 401, Edmonton	Grande Prairie and District Co-operative Association Limited, Grande Prairie.	Voted Against.